

WHO MAY ACCESS NCOD SERVICES

NCOD services may be accessed at local, regional, and national levels by VA supervisors, team leaders, executive leadership, front-line employees, unions, and administrative staff.

HOW TO REACH NCOD

Websites

<http://vaww.va.gov/NCOD> (Intranet)
<http://www.va.gov/NCOD> (Internet)

E-mail

vhancod@va.gov

Telephone

(513) 247-4680

Fax

(513) 247-4699

Address

11500 Northlake Drive, Suite 230
Cincinnati, OH 45249

THESE NCOD PROGRAMS ARE AVAILABLE FOR YOUR ORGANIZATION

Organizational Consultation

Employee/Leadership/Team Development, Executive Coaching, and more.

Team Building Tools

Executive Team Assessment, Team Assessment.



CREW (Civility, Respect, and Engagement in the Workplace)

A Joint Commission 'best practice' for public/private sectors.



Organizational Health

Access to resources, AES portal, and newsletter.



VA Professional Development

Tools Executive 360/360/180-degree assessments.



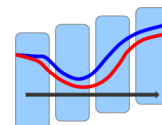
VA All Employee Survey (AES)

Annual, VA-wide, census survey. Data available through ProClarity.



Change Management

Change assessments and consultations.



Survey Team Services

Survey support and consult.



Data-Driven Inquiry

Business case and research analyses.



VHA National Center for Organization Development

A service of the Department of Veterans Affairs

- ◆ Workforce Engagement ◆
- Leadership Development
- ◆ Organizational Health ◆
- Consultation and Intervention

Integrating Research, Training, and Practice

VHA National Center for
NCOD
Organization Development



VA HEALTH CARE | Defining **EXCELLENCE** in the 21st Century

WHAT WE DO

NCOD supports and delivers organizational health services for the U.S. Department of Veterans Affairs (VA), including individual and organizational assessments, organizational consultation and intervention, and supportive services such as CREW, survey consultation, and business management support.

Our specific goals are to strengthen VA workforce engagement, satisfaction, and development in order to improve services to Veterans and their families.

To achieve this, we offer contemporary and innovative data-driven assessments and consultation services to VA organizations nationwide. Our services integrate practice, training, and research information. Services are customized to meet individual, workgroup, team, leadership, and facility-level needs.

WHO WE ARE

The NCOD staff includes a comprehensive team of professionals: psychologists, health research scientists, systems specialists, management and program analysts, trainees (pre-/post-doctoral), and administrative personnel.

Collectively, our services encompass the fields of organization development (OD), industrial and organizational psychology (I-O), health services administration, program evaluation, and others.

VHA National Center for Organization Development

NCOD SERVICES

NOTE: This list is not exhaustive.

Please contact NCOD to discuss your organization health or development inquiry.

	Individual	Leadership	Executive	Workgroup	Team/ Organization	Facility/ Organization	VA nationwide
Assessments							
Executive 360 / 360 / 180-Degree Assessment	✓	✓					
Servant Leadership 360-Degree Assessment	✓	✓					
Workplace Assessment				✓	✓		✓
Team Assessment / Executive Team Assessment		✓		✓			
Phases of Change Assessment (POCA)				✓	✓		✓
Leading Change Assessment		✓					
All Employee Survey (AES)				✓	✓		✓
Voice of VA (VoVA) Surveys				✓	✓		✓
Consultations							
Organizational Consultations and Interventions			✓	✓	✓		✓
Employee or Leadership Development	✓	✓					
Performance Improvement	✓	✓					
Executive Coaching	✓	✓					
Team Building and Development		✓		✓			
Conflict Resolution		✓		✓			
Managing Transformational Change					✓		✓
Virtual Teams				✓			
Program Evaluation					✓		✓
Supportive Services							
CREW (Civility, Respect, and Engagement in the Workplace)		✓		✓	✓		✓
Survey Support and Consultation		✓		✓	✓		✓
Business Management Support (data, analyses, action planning)		✓		✓	✓		✓
Other Services							
Post-Doctoral Fellowship in Organization Development							✓
Identifying Data-Driven Monitors and Measures		✓		✓	✓		✓

Healthy VA organizations are places where employees want to work and Veterans want to receive services.